

EDUCATOR EVALUATION

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Goals of Administrator Evaluation System

- Meet legal requirement for administrator evaluation
- ENHANCE AND IMPROVE STUDENT LEARNING
- COMMUNICATE CLEARLY DEFINED EXPECTATIONS
- PROMOTE RELEVANT, TARGETED AND MEASURABLE PROFESSIONAL DEVELOPMENT

Administrator Evaluation

- 100 points possible
- Applies to Principals and Assistant Principals
- 50% Student Achievement data
 - School-wide data
- 50% Performance ratings
 - 5 standards – evidence-based

Administrator Evaluation

- Long history of using school-wide data
- 50% of total points possible
- AIMS results for sophomores and seniors, drop-out rate, graduation rate
- School goals
- Student Achievement Index
 - Aggregate measure of student performance on all district assessments

Administrator Evaluation

- Parent satisfaction survey results
- Post-secondary data
- Extra-curricular participation
- Advanced Placement enrollment & success
- ADE letter grade
- AYP status

Administrator Evaluation

- Rubric to evaluate instructional leadership
- Currently 5 levels of performance
- 5 Standards:
 - Leadership for Results
 - Effective teaching and Learning
 - Continuous Learning Ethic
 - Strong Partnership with Family and Community
 - Excellence in Service and Operations

Administrator Evaluation

- Quarterly principal conferences with the Superintendent
- Assistant principals meet with their principal
- Review each standard of the rubric
- Discuss evidence needed to validate rating
- Identify strengths and areas for improvement
- Track progress on copies of the rubric
- Include input from other areas of the District Office

ADMINISTRATOR EVALUATION

QUESTIONS?

Teacher Evaluation

- District-wide committee
 - District Office Administration
 - Curriculum Coordinator
 - Principals
 - Assistant Principals
 - Teacher Association President
 - Teachers
 - Mentor representative

Goals of Teacher Evaluation System

- Meet legal requirement for teacher evaluation
- ENHANCE AND IMPROVE STUDENT LEARNING
- COMMUNICATE CLEARLY DEFINED EXPECTATIONS
- PROMOTE RELEVANT, TARGETED AND MEASURABLE PROFESSIONAL DEVELOPMENT

Components

- Standards
- Evidence
- Ratings
- Rubric
- Instrument
- Point sheet

Weighted Sections

- 100 points possible
- 10% based on school-wide achievement indicators
 - Aligned to current performance award criteria
- 24% based on student performance with individual teacher
- 66% based on instructional performance
 - Measured by rubric

Rubric Components

- Standards
 - Evidence
 - Performance objectives
 - Rating levels
 - Point value for each level
 - Identification of strength and area for improvement
 - Triggers for required improvement plan
- Overall performance rating
- Identification of strengths and areas of improvement

Standards

- Standard 1 – Planning and Preparation
- Standard 2 – Creating a Positive Classroom Environment
- Standard 3 – Instructional Skills
- Standard 4 – Meeting Professional Responsibilities

Evidence

- This system is intended to be an evidence-based evaluation system
- Each standard includes a listing of the evidence to be considered in rating the performance objectives of that standard
- Evidence includes observation, documentation from the teacher and information from a variety of sources

What gets a rating?

- Currently planning a 5 point scale
- Within each standard, each performance objective gets a separate rating from 0 – 4
- Those separate ratings are averaged within the standard to determine the overall rating for each standard

Rubric Versus Instrument

- Rubric
 - Includes detailed descriptions of each rating choice for each performance objective
 - Includes rating choices, but not point values
 - Used as a formative assessment for the teacher
- Instrument
 - Abbreviated descriptors for each rating choice
 - Includes point value for each rating choice
 - Used as the official summative evaluation document

Student Achievement Data

- Individual Teacher Data
 - District Assessment Scores
 - Advanced Placement Scores
 - Consideration for special populations
- School-wide Data
 - Aligned to current performance award criteria
 - Similar to school-wide data used in principal evaluation



TEACHER EVALUATION

QUESTIONS?